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JOB SATISFACTION AND MENTAL HEALTH OF SECONDARY SCHOOL COUPLE TEACHERS

MAHESHBABU . N , S.G.JADHAV

Research Scholar Dept of Psychology
Karnatak University
Associate Professor Dept of Psychology
K.A.C.Dharwad- Karnatak-

Abstract:

The present study was conducted on 50 Secondary School couple teachers selected randomly from Gulbarga and Yadagir districts of Karnatak state. The Job Satisfaction scale developed by Meera Dixit (1993) and Mental Health Inventory developed by Jagdish and Srivastva (1981) was administered to measure their Job Satisfaction and Mental Health. Objectives of the studies are 1) To study the level of Job Satisfaction of couple teachers working in secondary schools. 2) To study the Mental Health of couple teachers working in secondary schools. 3) To know the correlation between Job Satisfaction and Mental Health of secondary school couple teachers. Statistical 't'-test and correlation were employed for data analysis. It is found that there is no significant difference in the Job Satisfaction of couple teachers. It is also found that there is no significant difference in the Mental Health of couple teachers. Whereas, there is a positive & significant co-relation between Job Satisfaction & Mental Health of couple teachers.

KEYWORDS

Job Satisfaction, Mental Health, Couple Teachers.

INTRODUCTION;

Job satisfaction has been a topic of much discussion over the years. The term job satisfaction is a combination of psychological, physiological and environmental circumstance that makes a person to say I am satisfied with my job, while there have been many debates on the concept of job satisfaction and in most studies it is described as how people find about their jobs and its different aspects. Locke (1976) stated that job satisfaction as a pleasurable positive state resulting from one's job and job experience.

Individuals show pleasurable positive attitudes when they are satisfied with their job. Job satisfaction is defined as affection or emotional response towards various facts of one's job (Kreitner and Kinick 1998), job satisfaction is related to working conditions and level of professionalism which is a key factors in successfully recruiting & relating teachers (Stans Bury & Zimmerman 2000).

Mental health is the ability to balance feelings, desires, ambition & ideals in one's daily life. WHO defines Mental Health as a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

Mental health is a state of mind characterized by emotional well-being, good behavioural adjustment, relative freedom from anxiety and disabling symptoms and a capacity to establish constructive relationship and cope with the ordinary demands and stresses of life (VandenBos, 2007).

Today's world is like a bullet train, fast changing modern life style has affected physical and mental health a lot. Teachers are main powerful tools for improving quality of education through effective classroom

practices. Effective teachers must have good job satisfaction. A committed and effective teacher can work out wonders and in fact, the source of the entire educational system of a nation depends on him.

The present study emerges out of the conflicting results of the earlier research as regards to the relationship of teacher's Job Satisfaction and Mental Health. Dakshinamurthy.K and Kulkarni.M.V (2009) Studied Job Satisfaction of male and female teachers working in secondary schools. The result showed that in terms of salary structure, educational qualification, career prospects, job security and gender there is no significant difference between the Job Satisfaction of male and female teachers. Whereas, factors like culture (masculinity-femininity), supervision, physical environment, social environment and social status are significantly different between the Job Satisfaction of male and female teachers. Though female teachers have higher significant mean scores, female teachers opined strongly about femininity which influenced more on their Job Satisfaction than the male teachers. Female teachers have positive opinion about physical and social environment than the male teachers, because female teachers view that Job Satisfaction is not only linked with nature of job, but is also linked with working environment. To them having a good physical environment as well as getting a harmonious interpersonal relation among colleagues is job satisfaction. Shahnawaz.M.G and Nivedita (2005), investigated, that teachers in secondary school with high level of stress had high level of Job Satisfaction.

Muhammad Madi Abdullaah (2009) Studied Job Satisfaction among secondary school teachers, result revealed that there was a significant difference where in male teachers were generally more satisfied than female teachers. Muhammad Asghar.Tanveer-uz-Zaman Fouzia Tabassum and Zafar Iqbal (2011), Studied Job Satisfaction of secondary school teachers, their result revealed that there was a significant difference in Job Satisfaction between male and female secondary school teachers, where the male respondents were more satisfied than the female respondents. Agarwal.S.C and Agarwal.V (2009), Conducted A study of commitment of teachers in relation to their Job Satisfaction, result revealed that, there was a significant difference between aided and unaided school teachers, whereby the aided school teachers were more satisfied than the unaided school teachers. Saima Siddiqi (2009) investigated, occupational stress and Job Satisfaction among secondary school teachers. It was found that young teachers (25-35years) had higher level of job stress and less job satisfaction than the middle age teachers (35-45 years), and the late middle age teachers (46-60). It was also found that occupational stress was negatively correlated with job satisfaction. Usmani.S.N and others (2006), Studied that, Teachers Job Satisfaction in relation to their school, the results reveal that, there was a significant difference in the level of Job Satisfaction of teachers of Government and Private Schools, where the Government School Teachers were highly satisfied than the Private school teachers.

Panda Nityanand Pradhan and Senapaty (1996) Studied Job Satisfaction and Mental Health of secondary school teachers working in Government and Private Schools. The results revealed that Mental Health had significant effect on secondary school teachers job satisfaction ($F=.0003$; $P>0.05$).The study implies that job satisfaction, which is one of the essential characteristics of an effective teacher, can be enhanced if teachers are mentally healthy.

OBJECTIVES

1. To study the Job Satisfaction of secondary school couple teachers.
2. To study the Mental Health of secondary school couple teachers.
3. To know the Co-relation between Job Satisfaction and Mental Health of secondary school couple teachers.

HYPOTHESES

1. There is a significant difference in the Job Satisfaction of secondary school couple teachers.
2. There is a significant difference in the Mental Health of secondary school couple teachers.
3. There is a significant & positive co-relation between Job Satisfaction & Mental Health of secondary school couple teachers.

SAMPLE

Fifty secondary school couple teachers were selected purposely & randomly from Gulbarga and Yadagir districts of Karnatak state. The selected teachers were working permanently in government and only in private aided schools.

TOOLS

1. The Job Satisfaction scale developed by Meera Dixit (1993) was used to measure their job

satisfaction. It has 52 statements and 8 sub dimensions namely. intrinsic aspect of the job, salary promotional avenues & services condition, physical facilities. institutional plans and policies, satisfaction with authorities, satisfaction with social status, family welfare & rapport with students and relationship with co-workers. The test – retest reliability of scale is .86.

2. The Mental Health inventory developed by Jagdish & Srivastva (1981) was used to measure their Mental Health. It consists of 54 items & 6 sub dimensions. Like positive self evaluation, perception of reality, integration of personality, autonomy, group oriented attitudes & environmental mastery. The split half reliability of the scale is .57.

PROCEDURE

Job Satisfaction & Mental Health scales were administered individually as well as on small groups of couple teachers, by the researcher personally in their respective working places.

Result & Discussion

Table no1: Mean, SD and ‘t’ values of Job Satisfaction of Secondary School Couple Teachers.

SL N	JOB SATISFACTION DIMENSIONS	N=100	MALE=50		FEMALE=50		t-value
			Mean	SD	Mean	SD	
1	Intrinsic aspect of the job	100	14.18	3.97	14.38	2.99	0.77 NS
2	Salary, promotional avenues & services condition	100	17.22	4.86	17.06	3.85	0.85 NS
3	Physical facilities	100	19.76	4.27	19.34	5.25	0.66 NS
4	Institutional plans & policies	100	13.58	3.03	12.10	2.21	1.85 NS
5	Satisfaction with authorities	100	13.56	3.79	13.16	3.72	0.59 NS
6	Satisfaction with social status & family welfare	100	11.20	2.99	10.26	3.16	0.13 NS
7	Rapport with students	100	12.34	3.12	12.00	3.56	0.61 NS
8	Relationship with Co-workers	100	11.26	2.95	11.06	2.87	0.73 NS
Total		100	113.1	28.98	109.36	27.61	0.67 NS

NS-Not Significant.

Table no 1 reveals that overall and sub-dimension wise there is no significant difference in the Job Satisfaction of secondary school couple teachers. This result indicates that the present (study samples) couple teachers are more happy with their job, may be because they are working on permanent basis, more or less working either in the same places or nearest places, having equal status, salary, work load and other working conditions etc. Consequently, HO, 1, States that there is a significant difference between Job Satisfaction of Secondary school couple teachers; hence, the hypothesis is rejected. The studies on couples directly are almost not found hence male and female comparison is made. The earlier researches like, Alf Crossman (2006) and Arumugasamy G (2012) studied Job Satisfaction of secondary school teachers, and found that, there was no significant difference between male and female teachers Job Satisfaction. Gurumit Singh (2008) and Kalhotra (2006) also studied, Job Satisfaction of secondary school teachers. The result reveals that, there is no significant difference between male female teachers Job Satisfaction, Muhammad Asghar Ali (2011) and Shafqat Naeem (2010), conducted, A Study on Job Satisfaction of secondary school teachers; results revealed that there is no significant difference between male and female teachers Job Satisfaction.

Whereas Nirmala Battal (2011) & Vandana Mehra (2011) found, that the male teachers of Secondary schools have higher Job Satisfaction as compared to female teachers at 0.05

Table no: 2: Mean, SD and 't' value of Mental Health of Secondary School Couple Teachers

Sl. No	MENTAL HEALTH DIMENSIONS	N=100	MALE=50		FEMALE=50		t-value
			Mean	DS	Mean	SD	
1	Positive self evaluation	100	25.18	4.80	24.92	4.49	0.78NS
2	Perception of reality	100	21.24	2.50	20.82	3.68	0.50NS
3	Integration of personality	100	28.18	5.34	28.42	4.34	0.80NS
4	Autonomy	100	15.92	2.52	15.80	3.33	0.84NS
5	Group oriented attitudes	100	23.20	4.10	23.00	3.89	0.80NS
6	Environmental mastery	100	23.18	4.19	22.60	4.44	0.80NS
Total		100	136.98	9.93	135.26	10.86	0.41NS

NS-Not Significant.

Table no 2 reveals that overall and sub-dimension wise there is no significant difference in the Mental Health of secondary school couple teachers. The present teachers of the research study are happy, stress free, may be because of better salary, working in the same places, and having no family disturbances, have happy married life and they are satisfied with their jobs, which helps them to keep their Mental Health in good condition. Consequently, HO, 2. States that there is a significant difference between secondary school couple teachers, the second hypothesis is also rejected. The studies on couples directly are not found; hence, comparison is made on Males and Females here, Catherion So-kum and others (2001), Sujeet Kumar (2003), Aghukwa (2009) & Gary Ballou (2012) Studied, Mental Health of secondary school teachers, and found that, there is no significant difference between Chinese male and female teachers Mental Health.

Table no 3: Co-relation between Job satisfaction and Mental Health of Secondary School couple teachers.

Variable	Mental Health
Job Satisfaction	0.271 **

**co-relation is significant at the 0.001 level

Table No. 3. Shows positive & significant co-relation between job satisfaction and mental health among couple teachers, the HO, 3. States that there is a significant and positive co-relation between Job Satisfaction and Mental Health of secondary school couple teachers, this hypothesis is accepted. Batool Ahadi (2009) studied Relation between Mental Health & Job Satisfaction among high school male and female teachers in Iran, and results revealed that the global Job Satisfaction has positive co-relation with mental health; at 0.01 levels.

CONCLUSION

1. There is no significant difference in the Job Satisfaction of secondary school couple teachers.
2. There is no significant difference in the Mental Health of secondary school couple teachers.
3. There is significant & positive Co-relation between Job Satisfaction and Mental Health of secondary school couple teachers.

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